

Equal to the Task: Employment and Disability



Equal to the Task



Equal to the Task



Cost?

Risks?

Accommodations?

Affirmative action?

Quotas?

Financial implications?

Disability Basics

*Take the
Quiz!*

A large, three-dimensional green checkmark is positioned diagonally across the center of the slide. The words "Take the Quiz!" are written in a blue, cursive script font, with the checkmark acting as a large, stylized letter 'C' that encloses the text.

What is a Disability?



Dictionary definition:

- Lack of adequate power, strength or physical or mental ability; incapacity.
- A physical or mental handicap, especially one that prevents a person from living a full, normal life or from holding a gainful job.

ADA definition:

- Physical or mental impairment that substantially limits one or more major life activity
- Person has record of impairment
- Being regarded as having such an impairment

Rehabilitation Act of 1973

Congress finds that disability is a natural part of the human experience and in no way diminishes the right of individuals to:

- live independently
- enjoy self-determination
- make choices
- contribute to society
- pursue meaningful careers and
- enjoy full inclusion and integration in the economic, political, social, cultural, and educational mainstream of American society



Visible and Hidden Disabilities



Hidden Disabilities



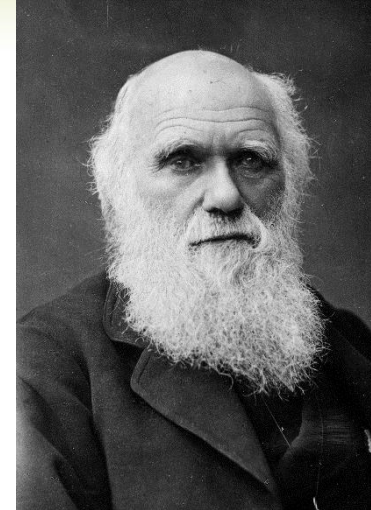
Damon Wayans,
Actor – Club Foot



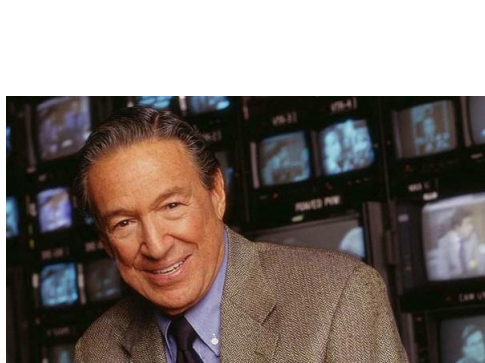
David Beckham,
Athlete - OCD



Whoopi Goldberg,
Actress - Dyslexia



Charles
Darwin,
Author –
OCD &
Stutterer



Mike Wallace,
Journalist - Depression



Charles Dickens,
Author - Epilepsy



Donald Trump,
Executive - OCD



Halle Berry,
Actress -
Anxiety

Visible and Hidden Disabilities



Franklin Roosevelt,
President - Polio



Michael J. Fox,
Actor – Parkinson's



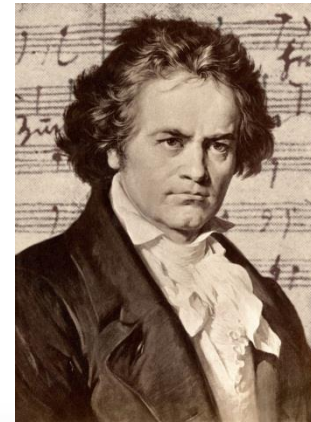
Richard Prior,
Comedian –
Multiple Sclerosis



Bethany Hamilton,
Pro-Surfer - Amputee



Stevie Wonder,
Singer - Blind



Beethoven,
Composer - Deaf

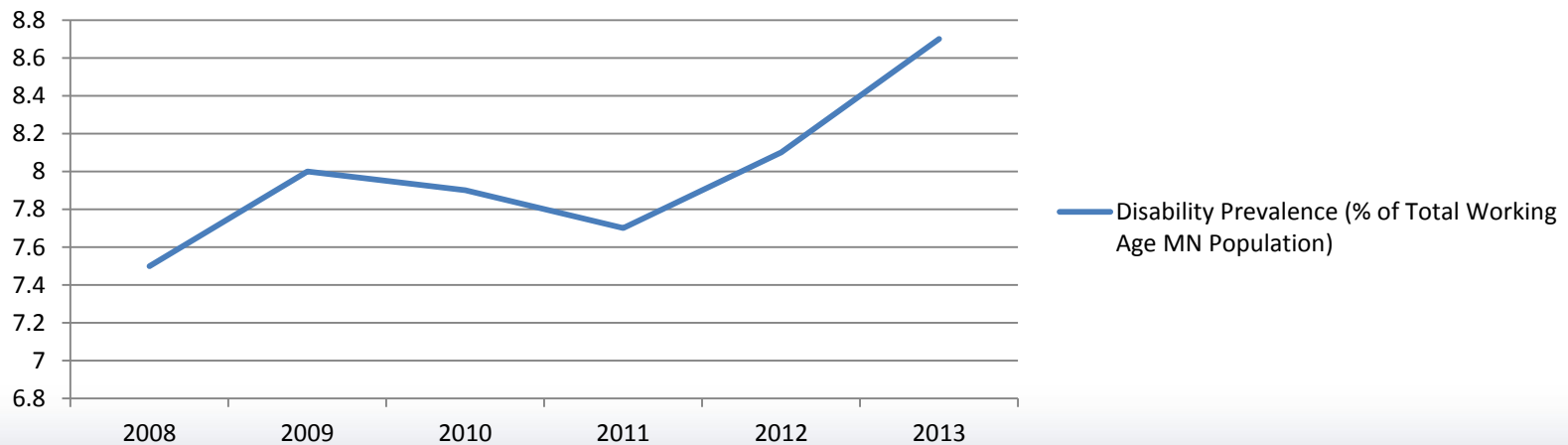
Workforce Statistics

- 1 in 5 people have a disability
- In the 2010 census, 56 million Americans disclosed that they have at least one diagnosable disability
- Fewer than 15 percent of people with disabilities were born with them
- Nearly all of us – 85 percent – will acquire a disability as we age

Disability Workforce

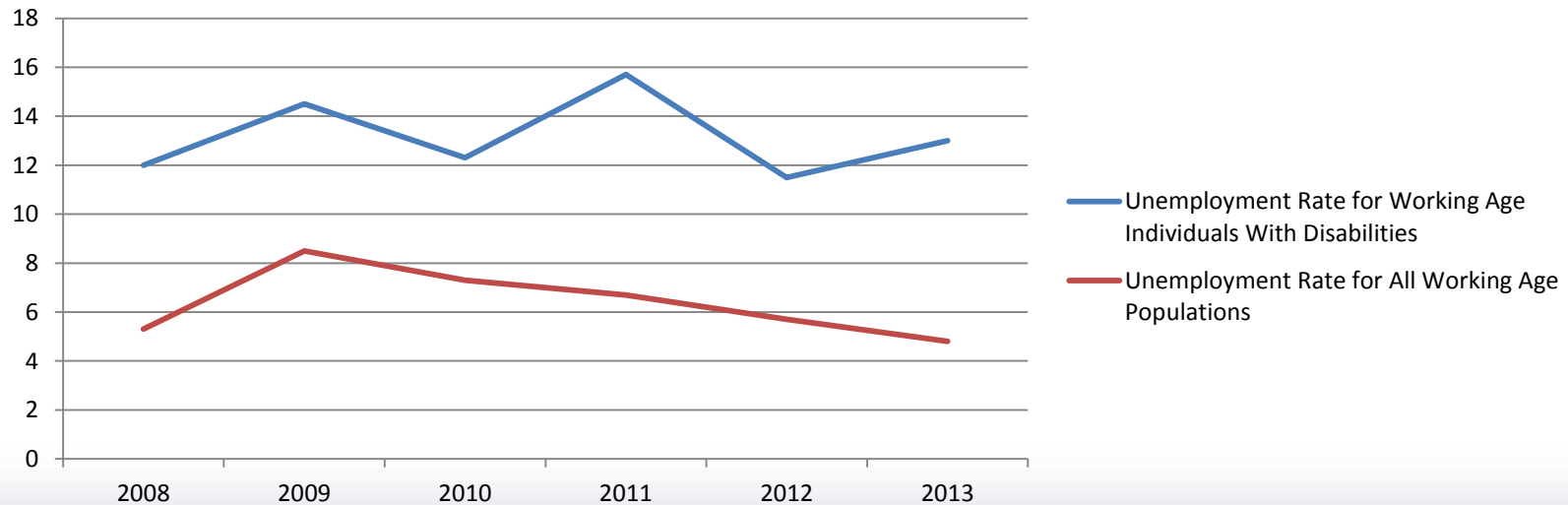
- Individuals with disabilities make up around 8% of the working age population (ages 16-64), which is a population of about 35,000 people in Minnesota

Disability Prevalence (% of Total Working Age MN Population)



Disability Workforce

- Yet individuals with disabilities still face an unemployment rate of roughly 13%, meaning there are about 1,600 job-seekers with a disability in Minnesota



Equal to the Task

All of us **want** to work.

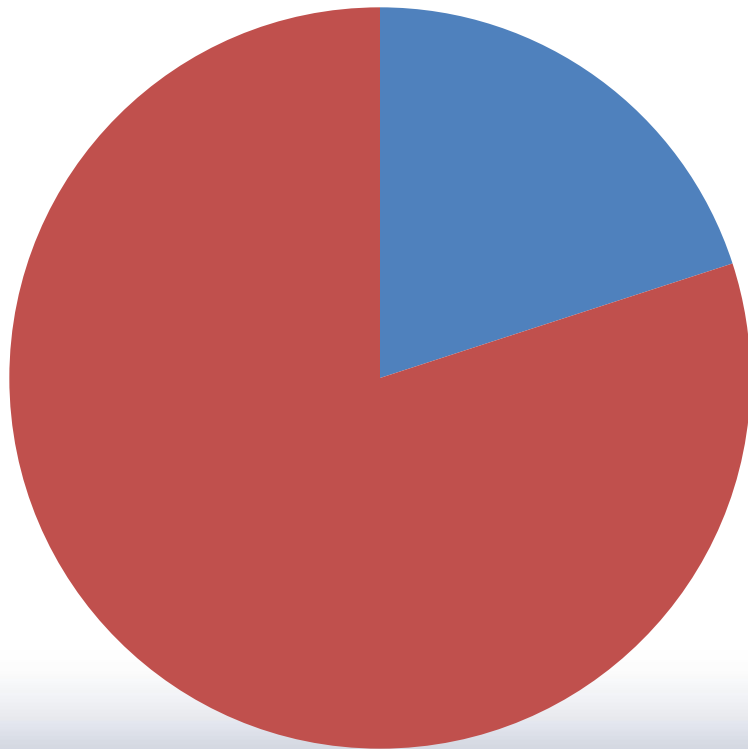
All of us **can** work.

All of us **should** work.

And all of us **do** work.



However . . .

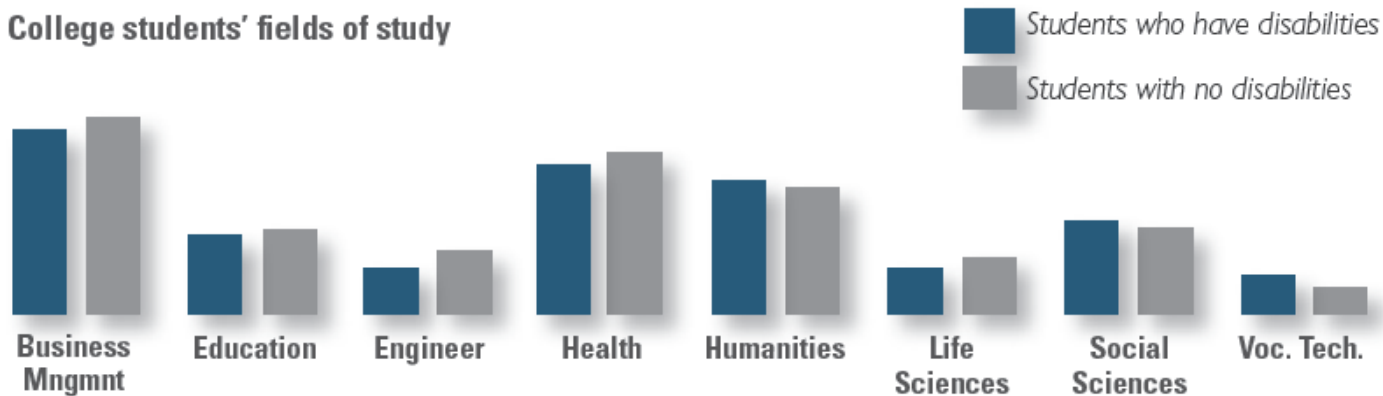


- Remember, 20 percent of the population has a disability
- And up to 70 percent of these individuals remain either unemployed or underemployed.

Educated Pool of Talent

- At least 20 percent of college students have a disability – same as the overall population
- The college graduation rate for people who have disabilities is the same as for those who don't

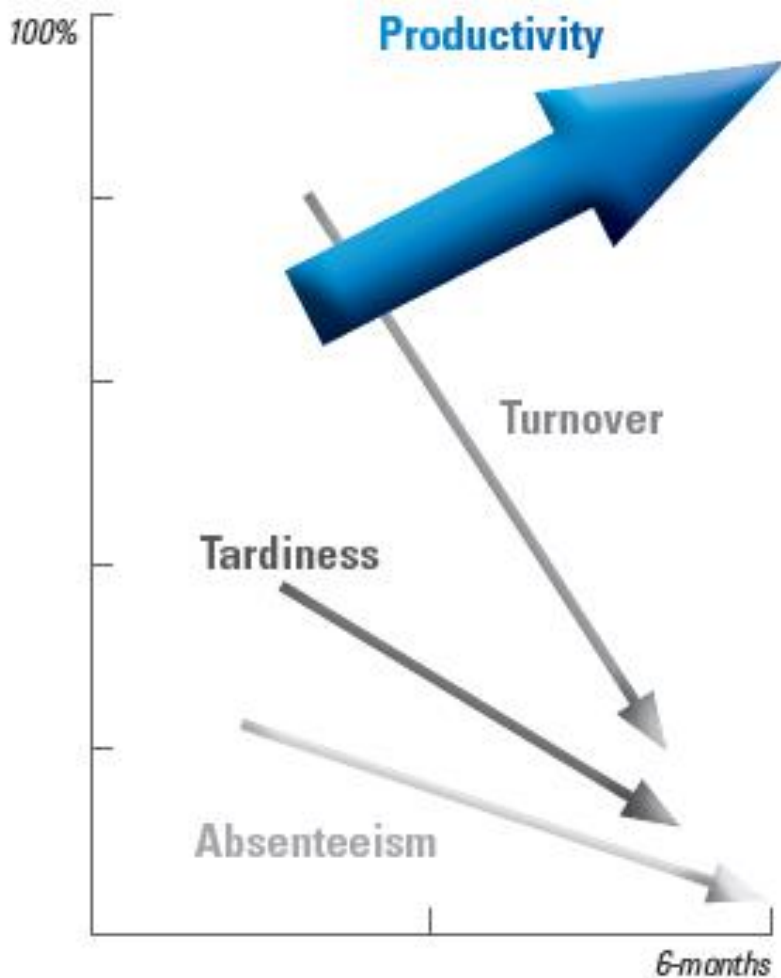
College students' fields of study



Source: U.S. Department of Education, National Center for Education Statistics, 2004-2006

Studies show that, as a group, their fields of study are as wide ranging as their non-disabled colleagues.

Return on Investment (ROI)



- Studies show workers who have disabilities are consistently rated high in:
 - Performance, attendance, productivity
- In addition, employees who have disabilities stay in their jobs, eliminating turnover costs (which can be as much as 93-200% of the employee's salary).

Hiring People Who Have Disabilities Creates New Market Opportunities

- Americans who have disabilities represent the third-largest market segment today.
- Of all people who have disabilities:

73% are heads of
households



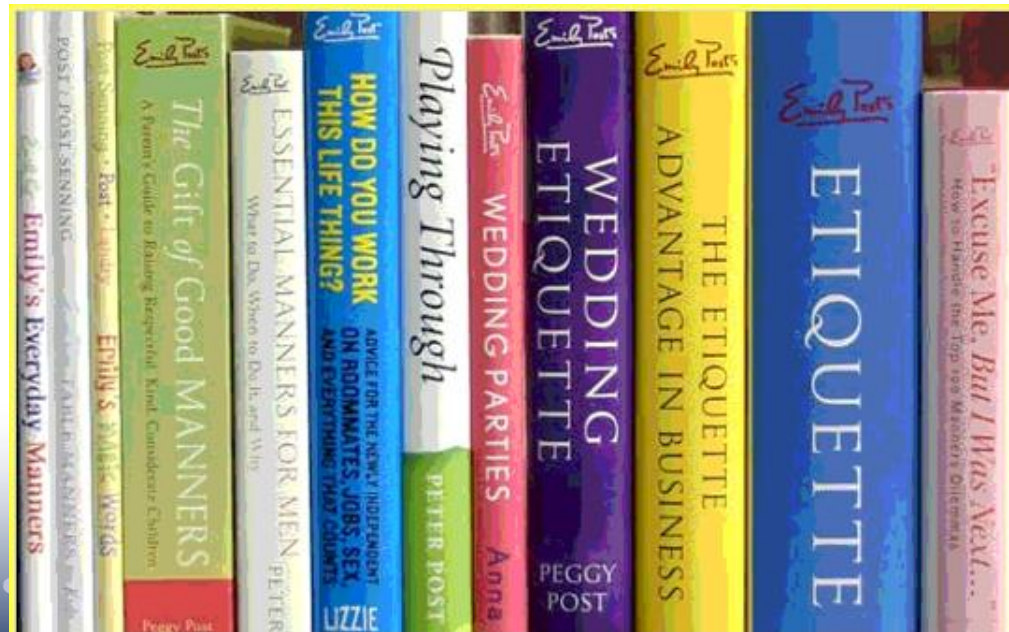
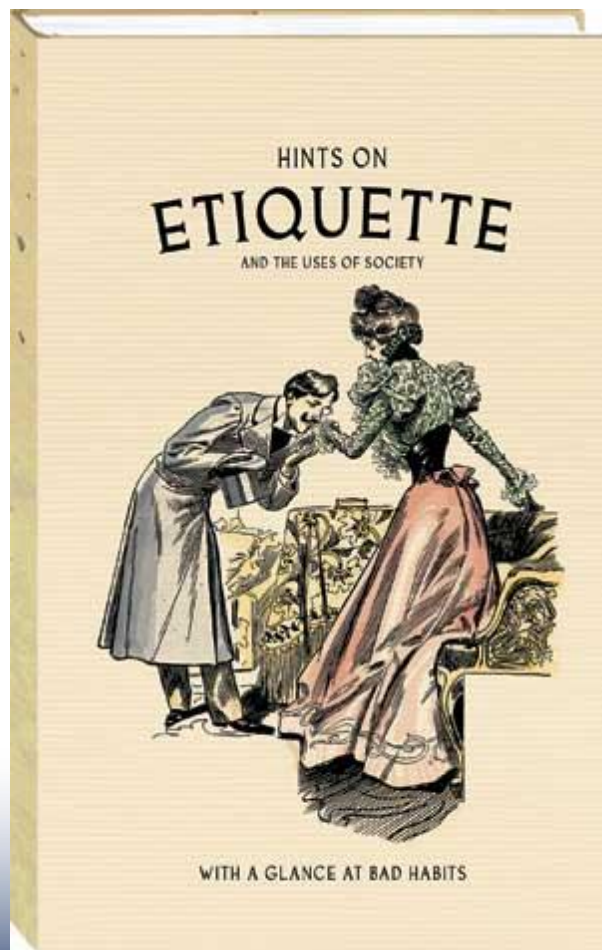
58% own their
own homes

48% are
principle shoppers



Representing over \$1
trillion in purchasing
power

Etiquette



Ten Quick Tips

1. Be yourself
2. Use common sense
3. You don't need to do everything "right"
4. Be respectful, considerate and patient
5. Don't be afraid to offer assistance

Ten Quick Tips

6. Communicate directly with the person
7. Respect the person's privacy
8. Be sensitive to their needs
9. Don't be patronizing
10. Remember, individuals with disabilities have dreams, hopes and desires like you

Who is Vocational Rehabilitation Services?

- Empower Minnesotans with disabilities to achieve their goals for employment, independent living and community integration.





**Employer
Engagement**

**It's all
about jobs**



What We Offer

We offer:

- Professional customized employment services
- Help finding skilled, qualified candidates
- Access to pre-screened applicants
- Assistance throughout the recruitment and hiring process
- Help retaining diverse candidates
- Services available throughout Minnesota
- Training on disability related topics

VR Community Collaborations

- Statewide and community leadership
- Designated steward of public resources
- Primary facilitator of a broad stakeholder coalition
- Seamless approach to meeting business needs



How can we work together?

**Remember, 1 in 5 people
has a disability.**



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